



ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
San Francisco, CA 94142-0603

EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING

MINUTES

Thursday – October 29, 2009 9:00 a.m.

I. Call To Order/ Roll Call

CAC Commissioner Julia Dozier called the meeting to order at 9:01 a.m.

Members present: Julia Dozier, Carl Goff, Dina Kimble, Anne Quick, Aram Hodess, Pat McGinn, and Acting Chief Glen Forman.

Members absent: Cedric Porter, Donna Bechthold

Review/Approval of the minutes of July 30, 2009

Commissioner Quick made a motion to accept the minutes and Commissioner McGinn seconded the motion. The minutes were approved as written.

II. Women in Apprenticeship: Creating a Means to Change

a. Workplace Solutions – Customized Solutions

Chairperson Dozier recapped the information on the handout on Workplace Solutions. She stated that although the site is no longer kept current she feels the information regarding retaining women in your program is helpful. Ms. Dozier drew attention to the portion of the hand out on **Key Elements for Retaining Women on the Job**. She also added that sexual harassment prevention and cultural diversity awareness trainings should be incorporated into the programs' training as a retention tool. Ms. Dozier encouraged everyone to not overlook the exit interviews, for those completing programs as well as those quitting the program. She further stated that when someone quits a program you could discover things that you may not have been aware existed.

b. Support and Networks

Chairperson Dozier let everyone know that the main reason for this handout was to bring to attention some ideas and resources that not all are aware of. She stated that some of the resources were not specific to women but could assist the programs by providing services to all apprentices. Ms. Dozier stated that as the Equal Opportunity Committee is not focused only on women, but rather in place to encourage equal opportunities for all people, she is always looking for ideas and resources to share to assist with the process of recruiting and retention of all apprentices.

Ms. Dozier spoke about a recent meeting she attended in Sacramento for the Joint Advisory Committee on Career Technical Education. One of the speakers spoke about the Joint Special Populations Advisory Committee which is a program that is funded through the Perkins Act. This particular committee uses state leadership funds to focus on curriculum that is specific to career technical education that assist people with disabilities, from economically disadvantaged families including foster youth, single parents, displaced homemakers, limited English proficient and individuals preparing for non-traditional fields. With this she stated that there are resources that can assist apprenticeship programs, not necessarily with the training piece, but with the support piece that could support those apprentices so they would be able to focus on their studies and their work.

c. Tools For Change

Ms. Dozier shared with everyone an opportunity to attend the CA Perkins Nontraditional and Special Populations Joint Advisory Committee Annual Conference which will be held in Sacramento on December 2 – 3, 2009. She indicated that brochures that are available through the Joint Special Populations Advisory Committee for anyone who would like a copy.

II. Stereotyping: DVD and Discussion

Commissioner Dozier shared a video pertaining to stereotyping, racism and bigotry. The video can be obtained by going to the Sunshine Learning website at www.ouch-video.com.

III. Update on Cal Plan goals process

- Acting Chief Glen Forman is still in the process of completing the report

IV. Other Items of Potential Interest

- Dr. Barry Noonan, California Community Colleges reported that the Statewide Advisory Committee has added Special Populations as a new sub committee. Dr. Noonan also presented the committee with a handout on “Women in Non-Traditional Careers”.
- A discussion about using the labels “special populations” and “non-traditional careers” and the question of whether being singled out as a protected group is an advantage or a disadvantage followed. While there was no clear consensus about these issues, it was agreed that the discussions need to continue to bring these issues to light.

V. Agenda items for next meeting

- Women in Leadership

VI. Adjournment

Commissioner McGinn made a motion to adjourn and Commissioner Goff seconded the motion. The motion carried. The meeting adjourned at 9:38 a.m.